

**Appendix G**  
 University of Arkansas  
 Counselor Education Program  
**Supervisor Evaluation of Student Counselor**

Please enter your information in the appropriate fields, check boxes, or item lists. Please indicate your level of agreement with each of the following statements regarding the student counselor's capabilities and performance by circling one of the following numbers:

- 1-2 (poor or marginal performance)
- 3-4 (average or moderate performance)
- 5-6 (good to excellent performance)
- NA/NO (not applicable or not observed)

Please note: Students will be graded on their performance at each evaluation point (i.e., midterm and final)

| STUDENT INFORMATION  |      |   |   |   |   |                            |       |    |
|--|------|---|---|---|---|----------------------------|-------|----|
| Student Name: Kayla Newkirk  |      |   |   |   | UArk ID: 011026924  |                            |       |    |
| Placement Level: Masters <input type="checkbox"/> Doctoral <input checked="" type="checkbox"/> |      |   | Evaluation Period: Midterm <input checked="" type="checkbox"/> Final <input type="checkbox"/> |   |   |                            |       |    |
| SITE INFORMATION   |      |   |   |   |   |                            |       |    |
| Site Name: SEAR  |      |   |   |   |   |                            |       |    |
| Street Address: 525 N. Garland Ave.  |      |   |   |   |   |                            |       |    |
| City: Fayetteville   |      |   | State: AR   |   |   | Zip: 72701                 |       |    |
| Phone: 479-575-2500  |      |   | Fax:  |   |   | Specialization: Addictions |       |    |
| Website Address: health.uark.edu   |      |   |   |   |   |                            |       |    |
| SUPERVISOR INFORMATION   |      |   |   |   |   |                            |       |    |
| Supervisor Name: Jennifer Morris, LPC  |      |   |   |   | Doctoral/University <input type="checkbox"/> Site <input checked="" type="checkbox"/> |                            |       |    |
| Phone: 918-696-5214  |      |   |   |   |   |                            |       |    |
| Email: jgrim@uark.edu  |      |   |   |   |   |                            |       |    |
| GENERAL SUPERVISION COMMENTS   |      |   |   |   |   |                            |       |    |
| Evaluation Statement   | Poor |   | Average   |   | Good  |                            | NA/NO |    |
| 1. Demonstrates a personal commitment to developing professional competencies                  | ①    | ② | ③   | ④ | ●   | ⑥                          | NA    | NO |
| 2. Invests time and energy in becoming a counselor   | ①    | ② | ③   | ④ | ●   | ⑥                          | NA    | NO |
| 3. Accepts and uses constructive criticism to enhance self-development and counseling skills   | ①    | ② | ③   | ④ | ⑤   | ●                          | NA    | NO |
| 4. Engages in open, comfortable, and clear communication with peers and supervisors            | ①    | ② | ③   | ④ | ●   | ⑥                          | NA    | NO |
| 5. Recognizes own competencies and skills and shares these with peers and supervisors          | ①    | ② | ③   | ④ | ●   | ⑥                          | NA    | NO |
| 6. Recognizes own deficiencies and actively works to overcome them with peers and supervisors  | ①    | ② | ③   | ● | ⑤   | ⑥                          | NA    | NO |
| 7. Completes case reports and records punctually and conscientiously                           | ①    | ② | ③   | ● | ⑤   | ⑥                          | NA    | NO |

|   |   |   |   |   |   |   |    |    |
|---|---|---|---|---|---|---|----|----|
| 8. Is dependable and efficient in time management   | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| <b>THE COUNSELING PROCESS</b>   |   |   |   |   |   |   |    |    |
| 9. Reads the referral prior to the first interview  | ① | ② | ③ | ④ | ⑤ | ● | NA | NO |
| 10. Keeps appointments on time  | ① | ② | ③ | ④ | ⑤ | ● | NA | NO |
| 11. Begins sessions smoothly  | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 12. Explains the nature and objectives of counseling when appropriate                             | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 13. Is relaxed and comfortable in session   | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 14. Communicates interest in and acceptance of the client   | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 15. Facilitates client expression of concerns and feelings  | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 16. Focuses on the content of the client's problem  | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 17. Recognizes and resists manipulation by the client   | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 18. Recognizes and addresses the positive affect of the client                                    | ① | ② | ③ | ● | ⑤ | ⑥ | NA | NO |
| 19. Recognizes and addresses the negative affect of the client                                    | ① | ② | ③ | ● | ⑤ | ⑥ | NA | NO |
| 20. Is spontaneous and genuine in session   | ① | ② | ③ | ④ | ⑤ | ● | NA | NO |
| 21. Uses silence effectively in session   | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 22. Is aware of own feelings in the counseling session  | ① | ② | ③ | ● | ⑤ | ⑥ | NA | NO |
| 23. Communicates own feelings to the client when appropriate                                      | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 24. Recognizes and skillfully interprets the client's covert messages                             | ① | ② | ③ | ● | ⑤ | ⑥ | NA | NO |
| 25. Facilitates realistic goal setting with the client  | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 26. Encourages appropriate action-step training with the client                                   | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 27. Employs judgment in the timing and use of different techniques                                | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 28. Explains, administers, and interprets assessments correctly                                   | ① | ② | ● | ④ | ⑤ | ⑥ | NA | NO |
| 29. Closes the session smoothly   | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 30. Assists clients with personal problems in individual sessions                                 | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 31. Consults with other professionals and makes effective use of referral sources to help clients | ① | ② | ③ | ④ | ● | ⑥ | NA | NO |
| 32. Demonstrates knowledge of and sensitivity to multicultural issues                             | ① | ② | ③ | ● | ⑤ | ⑥ | NA | NO |
| 33. Presents in-service training and/or community education activities                            | ① | ② | ③ | ● | ⑤ | ⑥ | NA | NO |

| THE CONCEPTUALIZATION PROCESS  |  |   |   |    |      |    |    |    |
|--|--|---|---|----|------|----|----|----|
| 34. Focuses on specific behaviors and their consequences   | ①  | ② | ③ | ④  | ●    | ⑥  | NA | NO |
| 35. Recognizes and pursues discrepancies and meaning of inconsistent information                       | ①  | ② | ③ | ●  | ⑤    | ⑥  | NA | NO |
| 36. Uses relevant case data in planning immediate and long-range goals                                 | ①  | ② | ③ | ●  | ⑤    | ⑥  | NA | NO |
| 37. Uses relevant case data in considering various strategies and their implications                   | ①  | ② | ③ | ●  | ⑤    | ⑥  | NA | NO |
| 38. Bases decisions on theoretically sound and consistent rationale of human behavior                  | ①  | ② | ③ | ●  | ⑤    | ⑥  | NA | NO |
| 39. Is perceptive in evaluating the effects of own counseling techniques                               | ①  | ② | ③ | ●  | ⑤    | ⑥  | NA | NO |
| 40. Demonstrates ethical behavior in counseling and case management activities                         | ①  | ② | ③ | ④  | ⑤    | ●  | NA | NO |
| <b>Subtotals</b>   | 0  | 0 | 3 | 52 | 105  | 30 |    |    |
| <b>TOTAL</b>   | 190  |   |   |    |      |    |    |    |
| EVALUATION/INTERPRETATION  |  |   |   |    |      |    |    |    |
| 0 – 42   | Very poor performance in target areas requiring serious, immediate attention; initiation of a professional characteristics review meeting  |   |   |    |      |    |    |    |
| 43 – 84  | Poor to marginal performance in target areas requiring serious, immediate attention; initiation of a professional characteristics review meeting                                     |   |   |    |      |    |    |    |
| 85 – 126   | Poor/marginal to adequate/average performance in target areas requiring immediate attention and remediation; may require initiation of a professional characteristics review meeting |   |   |    |      |    |    |    |
| 127 – 168  | Adequate or average performance in target areas (i.e. most students initially expected to score within this range)   |   |   |    |      |    |    |    |
| 169 – 210  | Average to good performance in target areas  |   |   |    |      |    |    |    |
| 211 – 240  | Good to excellent performance in target areas  |   |   |    |      |    |    |    |
| ADDITIONAL COMMENTS/SUGGESTIONS  |  |   |   |    |      |    |    |    |
| Maintains a compassionate and empathetic approach, creating a supportive environment for clients.      |  |   |   |    |      |    |    |    |
| She fosters an environment of openness and trust with a population that is required to seek counseling |  |   |   |    |      |    |    |    |
| Kayla is open to feedback, applies it, and has proven to be teachable and open.                        |  |   |   |    |      |    |    |    |
|  |  |   |   |    |      |    |    |    |
|  |  |   |   |    |      |    |    |    |
| SIGNATURES   |  |   |   |    |      |    |    |    |
| <i>Kayla Newkirk</i>   |  |   |   |    |      |    |    |    |
| Student Counselor Signature  |  |   |   |    | Date |    |    |    |
| <i>Jennifer Morris, LPC</i>  |  |   |   |    |      |    |    |    |
| Supervisor Signature   |  |   |   |    | Date |    |    |    |